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# CURRENT MINNESOTA LABOR MARKET CONDITIONS

March, 1985 Supplement to The Review of Labor and Economic Conditions

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## Nation

Because of a mixture of developments among the Nation's economic indicators in February, it was difficult to gauge the strength of the economy. The data for March and April should give a better indication of the direction of economic activity.

Although the unemployment rate fell and total employment registered a good gain, nonfarm payroll employment rose very slowly in February. The seasonally adjusted unemployment rate dropped from 7.4 percent in January to 7.3 percent in February, the same as in October, 1984, and 0.4 of a point below a year ago. Also, total employment (seasonally adjusted) rose by 294,000 in February after a gain of 118,000 in January. However, seasonally adjusted total nonfarm payroll employment increased by only 119,000 after a rise of 312,000 in January. While bad weather was primarily responsible for the declines of 52,000 in construction employment and 55,000 in durable goods manufacturing employment, increasing imports were the main cause of a 22,000 drop nondurable goods manufacturing employment. Meanwhile, employment in the services-producing industries rose strongly again February, climbing by 255,000.

Other indicators also gave out mixed signals in February. Retail sales and personal consumption expenditures posted strong gains while industrial production and housing starts fell substantially. Personal income showed very modest growth as factory payrolls declined. The decline in industrial production was the result of a combination of bad weather and rising imports.

## State

The Minnesota economy continued to exhibit modest improvement in February as the unemployment rate fell and both total and nonfarm wage and salary employment rose. However, Department analysts feel that the decline in the unemployment rate was overstated.

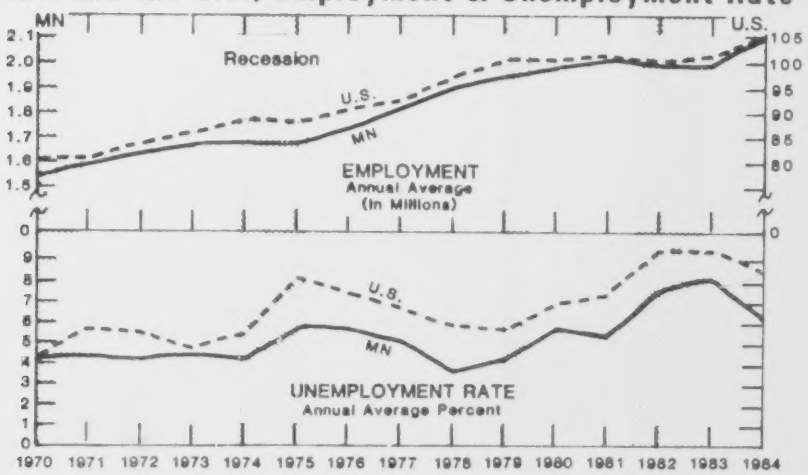
Although the State's seasonally adjusted unemployment rate dropped 0.5 of a point to 5.9 percent in February, analysts believe that 0.4 of the decline in the rate was due to adjustments required by Federal regulations. Seasonally adjusted total employment rose by 5,800 in February and was 75,100 above the year earlier level. Also, nonfarm payroll employment (seasonally adjusted) climbed by 5,400 in February after a rise of 7,100 in January and an average monthly increase of 8,900 during 1984. At 1,833,500, payroll employment in February was 87,200 higher than a year earlier and 192,300 above the recession low. The over-the-month gain in payroll employment was unusual in that nearly three-fourths of the increase was in mining and manufacturing. On an over-the-year basis and during the recovery well over half of the gains in payroll employment have been in the trade and services industries.

Developments among the available leading indicators in February were generally favorable. Seasonally adjusted average weekly initial claims for unemployment benefits, an indicator of future unemployment, fell for the second straight month in February while building permits for private housing, also seasonally adjusted, rose significantly in February.

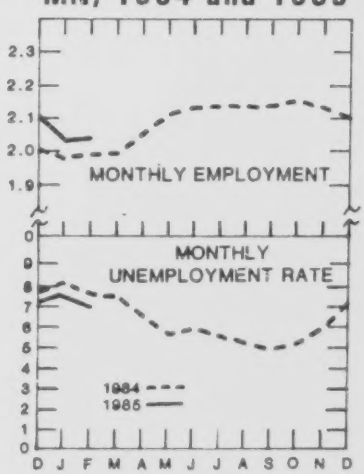
## Labor Force Estimates

| | MINNESOTA (Numbers in '000's) | | | UNITED STATES (Numbers in '000,000's) | | |
|---|---|---|---|---|---|---|
| | February 1985 | Change From Last Mo. | Change From Year Ago | February 1985 | Change From Last Mo. | Change From Year Ago |
| Civilian Labor Force | 2196.0 | 2.4 | 46.9 | 113.6 | 0.1 | 2.2 |
| Employed | 2043.2 | 14.2 | 60.7 | 104.7 | 0.3 | 2.7 |
| Unemployed | 152.8 | -11.8 | -13.8 | 8.9 | -0.2 | -0.5 |
| Unemployment Rate | | | | | | |
| Actual | 7.0 | -0.5 | -0.8 | 7.8 | -0.2 | -0.6 |
| Seasonally Adjusted | 5.9 | -0.5 | -0.7 | 7.3 | -0.1 | -0.5 |

## MN and the U.S., Employment & Unemployment Rate




## MN, 1984 and 1985



# Minnesota Nonagricultural Wage & Salary Employment, Hours, and Earnings

| INDUSTRY | EMPLOYMENT[1] (thousands) | | | PER CENT CHANGE FROM | | PRODUCTION WORKERS' HOURS & EARNINGS | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Average Weekly Earnings | | Average Hourly Earnings | | Average Weekly Hours | |
| | Feb. 1985 | Jan. 1985 | Feb. 1984 | Jan. 1985 | Feb. 1984 | Feb. 1985 | Jan. 1985 | Feb. 1985 | Jan. 1985 | Feb. 1985 | Jan. 1985 |
| TOTAL NONAGRICULTURAL | 1833.5 | 1828.4 | 1746.3 | 0.3 | 5.0 | | | | | | |
| MANUFACTURING | 374.5 | 372.4 | 357.5 | 0.6 | 4.8 | 398.40 | 398.38 | 9.96 | 9.91 | 40.0 | 40.2 |
| Durable Goods | 226.2 | 224.9 | 215.4 | 0.6 | 5.0 | 411.48 | 409.00 | 10.11 | 10.00 | 40.7 | 40.9 |
| Furniture, Lumber and Wood | 15.9 | 15.5 | 15.0 | 2.3 | 5.9 | 401.38 | 400.16 | 10.48 | 10.34 | 38.3 | 38.7 |
| Stone, Clay and Glass | 7.4 | 7.6 | 7.3 | -2.9 | 1.8 | 370.26 | 369.66 | 10.20 | 10.24 | 36.3 | 36.1 |
| Primary Metals | 6.0 | 5.9 | 5.8 | 1.6 | 3.0 | 371.16 | 389.85 | 9.21 | 9.26 | 40.3 | 42.1 |
| Fabricated Metals | 35.4 | 35.3 | 34.1 | 0.3 | 3.6 | 451.36 | 453.28 | 10.85 | 10.87 | 41.6 | 41.7 |
| Nonelectrical Machinery | 95.8 | 95.3 | 87.8 | 0.6 | 9.1 | 445.42 | 450.06 | 10.58 | 10.54 | 42.1 | 42.7 |
| Electrical Machinery | 27.2 | 26.9 | 26.4 | 1.1 | 3.1 | 315.99 | 306.52 | 8.02 | 7.76 | 39.4 | 39.5 |
| Transportation Equipment | 6.5 | 6.0 | 6.5 | 7.2 | -1.0 | 500.02 | 405.41 | 11.71 | 10.53 | 42.7 | 38.5 |
| Other Durable Goods [2] | 32.1 | 32.4 | 32.5 | -0.7 | -1.2 | 391.23 | 392.76 | 9.66 | 9.65 | 40.5 | 40.7 |
| Nondurable Goods | 148.3 | 147.5 | 142.0 | 0.5 | 4.4 | 380.25 | 383.77 | 9.75 | 9.79 | 39.0 | 39.2 |
| Food and Kindred | 44.7 | 44.5 | 43.6 | 0.5 | 2.6 | 335.81 | 342.95 | 8.48 | 8.51 | 39.6 | 40.3 |
| Textile and Apparel | 4.6 | 4.6 | 5.0 | 0.0 | -7.2 | 218.54 | 219.82 | 6.28 | 6.39 | 34.8 | 34.4 |
| Paper and Allied | 33.6 | 33.6 | 32.8 | 0.1 | 2.5 | 486.57 | 485.83 | 11.53 | 11.54 | 42.2 | 42.1 |
| Printing and Publishing | 41.3 | 41.1 | 38.2 | 0.5 | 8.4 | 374.44 | 380.46 | 10.43 | 10.51 | 35.9 | 36.2 |
| Chemical and Petroleum | 10.0 | 9.8 | 9.5 | 2.3 | 5.4 | 446.02 | 456.03 | 11.04 | 11.26 | 40.4 | 40.5 |
| Rubber and Leather | 14.0 | 13.9 | 13.1 | 0.4 | 7.2 | 323.47 | 318.63 | 8.21 | 8.17 | 39.4 | 39.0 |
| NONMANUFACTURING | 1459.0 | 1456.0 | 1388.8 | 0.2 | 5.1 | | | | | | |
| Mining and Quarrying | 7.0 | 5.4 | 8.8 | 29.4 | -20.9 | 478.93 | 474.54 | 12.67 | 12.39 | 37.8 | 38.3 |
| Metal Mining | 5.7 | 4.1 | 7.6 | 38.7 | -25.3 | 493.86 | 495.88 | 13.42 | 13.33 | 36.8 | 37.2 |
| Construction | 58.5 | 60.1 | 49.8 | -2.7 | 17.3 | 586.24 | 592.38 | 15.55 | 15.63 | 37.7 | 37.9 |
| Building | 17.3 | 18.0 | 15.5 | -3.5 | 11.8 | 529.24 | 532.13 | 14.46 | 14.46 | 36.6 | 36.8 |
| Highway and Heavy | 5.4 | 5.4 | 4.9 | -0.1 | 10.7 | 507.29 | 513.78 | 13.01 | 13.04 | 39.0 | 39.4 |
| Special Trades | 35.7 | 36.7 | 29.5 | -2.7 | 21.4 | 626.24 | 634.12 | 16.48 | 16.60 | 38.0 | 38.2 |
| Transportation | 61.7 | 61.3 | 60.5 | 0.6 | 2.1 | | | | | | |
| Railroads | 9.5 | 9.6 | 10.4 | -1.0 | -8.1 | | | | | | |
| Trucking and Warehousing | 25.7 | 25.4 | 24.3 | 1.2 | 5.4 | 395.30 | 396.81 | 11.73 | 11.74 | 33.7 | 33.8 |
| Public Utilities | 34.6 | 34.6 | 34.3 | -0.1 | 0.9 | 542.94 | 532.65 | 13.34 | 13.25 | 40.7 | 40.2 |
| Communications | 20.0 | 20.0 | 20.2 | 0.0 | -0.8 | 503.48 | 503.89 | 12.25 | 12.26 | 41.1 | 41.1 |
| Elec., Gas and Sanitary | 14.6 | 14.6 | 14.1 | -0.2 | 3.4 | 590.40 | 567.22 | 14.65 | 14.47 | 40.3 | 39.2 |
| Trade | 458.8 | 465.0 | 429.4 | -1.3 | 6.8 | 220.37 | 220.37 | 7.47 | 7.47 | 29.5 | 29.5 |
| Retail | 342.4 | 347.7 | 318.6 | -1.5 | 7.5 | 178.00 | 178.27 | 6.52 | 6.53 | 27.3 | 27.3 |
| General Merchandise | 50.3 | 53.3 | 44.8 | -5.6 | 12.2 | 167.28 | 161.34 | 6.15 | 6.02 | 27.2 | 26.8 |
| Food Stores | 46.6 | 46.0 | 44.7 | -0.9 | 2.1 | 198.10 | 196.63 | 7.23 | 7.15 | 27.4 | 27.5 |
| Automotive | 37.2 | 36.9 | 35.1 | 0.6 | 5.9 | 313.64 | 320.84 | 8.86 | 8.79 | 35.4 | 36.5 |
| Eating and Drinking | 116.2 | 116.7 | 105.5 | -0.5 | 10.2 | 104.65 | 103.73 | 4.61 | 4.59 | 22.7 | 22.6 |
| Wholesale | 116.4 | 117.3 | 110.8 | -0.7 | 5.1 | 365.19 | 368.15 | 9.87 | 9.87 | 37.0 | 37.3 |
| F.I.R.E. | 107.6 | 107.5 | 103.7 | 0.1 | 3.8 | | | | | | |
| Finance | 50.5 | 50.5 | 49.5 | 0.1 | 2.0 | | | | | | |
| Insurance | 39.3 | 39.2 | 37.0 | 0.4 | 6.4 | | | | | | |
| Real Estate | 17.8 | 17.9 | 17.2 | -0.7 | 3.2 | | | | | | |
| Service Industries | 427.8 | 425.3 | 402.9 | 0.6 | 6.2 | | | | | | |
| Hotel and Lodging | 21.5 | 21.2 | 19.3 | 1.4 | 11.7 | | | | | | |
| Business Services | 78.5 | 77.7 | 69.0 | 0.9 | 13.8 | | | | | | |
| Health Services | 136.6 | 136.5 | 133.6 | 0.1 | 2.2 | | | | | | |
| Private Education | 24.7 | 24.0 | 24.9 | 3.0 | -0.8 | | | | | | |
| Soc. Serv., Museums etc. | 92.1 | 91.7 | 86.1 | 0.4 | 6.9 | | | | | | |
| Government | 303.0 | 296.7 | 299.4 | 2.1 | 1.2 | | | | | | |
| Federal | 30.9 | 30.9 | 30.0 | 0.1 | 3.1 | | | | | | |
| State | 77.7 | 75.4 | 76.5 | 3.1 | 1.6 | | | | | | |
| Local | 194.3 | 190.5 | 192.9 | 2.0 | 0.7 | | | | | | |

[1] Totals may not add because of rounding.
[2] Includes Scientific Instruments and Miscellaneous Industries.

# Labor Force Data: State, SMSAs, and Counties

| Area or County | February, 1985 Prelim. | | |
|---|---|---|---|
| | Labor Force[1/] | Unemp. | Un. Rate |
| State of Minnesota | 2195983 | 152759 | 7.0 |
| **Metropolitan Areas** | | | |
| Duluth/Superior (Duluth City Only) | 33506 | 2902 | 8.7 |
| Fargo/Moorhead (Clay County, MN Only) | 28432 | 1782 | 6.3 |
| Minneapolis/St. Paul SMSA[2/] | 1239678 | 59232 | 4.8 |
| Rochester SMSA (Olmsted Co.) | 60935 | 2785 | 4.6 |
| St. Cloud SMSA[3/] | 81175 | 7920 | 9.8 |
| **Counties** | | | |
| Aitkin | 5242 | 1191 | 22.7 |
| Anoka | 118561 | 6388 | 5.4 |
| Becker | 11564 | 1653 | 14.3 |
| Beltrami | 16272 | 1672 | 10.3 |
| Benton | 12567 | 1239 | 9.9 |
| Big Stone | 3657 | 296 | 8.1 |
| Blue Earth | 27762 | 1615 | 5.8 |
| Brown | 14520 | 1276 | 8.8 |
| Carlton | 11403 | 1418 | 12.4 |
| Carver | 22186 | 1114 | 5.0 |
| Cass | 9796 | 1288 | 13.1 |
| Chippewa | 7246 | 792 | 10.9 |
| Chisago | 16079 | 1343 | 8.4 |
| Clay | 28432 | 1782 | 6.3 |
| Clearwater | 4043 | 1018 | 25.2 |
| Cook | 2134 | 272 | 12.7 |
| Cottonwood | 7083 | 524 | 7.4 |
| Crow Wing | 17290 | 2148 | 12.4 |
| Dakota | 118682 | 6191 | 5.2 |
| Dodge | 8068 | 850 | 10.6 |
| Douglas | 13273 | 1196 | 9.0 |
| Faribault | 10187 | 854 | 8.4 |
| Fillmore | 12052 | 1214 | 10.1 |
| Freeborn | 16996 | 1437 | 8.5 |
| Goodhue | 20160 | 1499 | 7.4 |
| Grant | 3197 | 309 | 9.7 |
| Hennepin | 549072 | 22599 | 4.1 |
| Houston | 9973 | 759 | 7.6 |
| Hubbard | 5446 | 798 | 14.7 |
| Isanti | 14247 | 1076 | 7.6 |
| Itasca | 16855 | 2582 | 15.3 |
| Jackson | 7643 | 429 | 5.6 |
| Kanabec | 5509 | 809 | 14.7 |
| Kandiyohi | 18009 | 1540 | 8.6 |
| Kittson | 3241 | 315 | 9.7 |
| Koochiching | 7952 | 1345 | 16.9 |
| Lac qui Parle | 5544 | 437 | 7.9 |

| Area or County | February, 1985 Prelim. | | |
|---|---|---|---|
| | Labor Force[1/] | Unemp. | Un. Rate |
| Lake | 4473 | 601 | 13.4 |
| Lake of the Woods | 1716 | 177 | 10.3 |
| Le Sueur | 10963 | 1269 | 11.6 |
| Lincoln | 3601 | 336 | 9.3 |
| Lyon | 15272 | 1069 | 7.0 |
| McLeod | 16519 | 1307 | 7.9 |
| Mahnomen | 2732 | 339 | 12.4 |
| Marshall | 5057 | 972 | 16.6 |
| Martin | 13542 | 1040 | 7.7 |
| Meeker | 9791 | 989 | 10.1 |
| Mille Lacs | 9134 | 1051 | 11.5 |
| Morrison | 12793 | 1741 | 13.6 |
| Mower | 17766 | 1243 | 7.0 |
| Murray | 5670 | 578 | 10.2 |
| Nicollet | 14662 | 889 | 6.1 |
| Nobles | 11401 | 875 | 7.7 |
| Norman | 4415 | 390 | 8.8 |
| Olmsted | 60935 | 2785 | 4.6 |
| Otter Tail | 23850 | 2972 | 12.5 |
| Pennington | 5991 | 628 | 10.5 |
| Pine | 9541 | 1388 | 14.5 |
| Pipestone | 5498 | 340 | 6.2 |
| Polk | 16794 | 1417 | 8.4 |
| Pope | 5155 | 474 | 9.2 |
| Ramsey | 268518 | 12243 | 4.6 |
| Red Lake | 2029 | 320 | 15.8 |
| Redwood | 9932 | 737 | 7.4 |
| Renville | 10950 | 1120 | 10.3 |
| Rice | 23112 | 1933 | 8.4 |
| Rock | 5334 | 278 | 5.2 |
| Roseau | 6025 | 773 | 12.8 |
| St. Louis (Inc. Duluth) | 86903 | 12551 | 14.4 |
| Scott | 27073 | 1923 | 7.1 |
| Sherburne | 15353 | 1553 | 10.1 |
| Sibley | 7896 | 726 | 9.2 |
| Stearns | 53255 | 5128 | 9.6 |
| Steele | 16204 | 1066 | 6.6 |
| Stevens | 5660 | 427 | 7.5 |
| Swift | 6219 | 698 | 11.2 |
| Todd | 10878 | 1081 | 9.9 |
| Traverse | 2588 | 200 | 7.7 |
| Wabasha | 9249 | 954 | 10.3 |
| Wadena | 5305 | 565 | 10.7 |
| Waseca | 8701 | 647 | 7.4 |
| Washington | 68837 | 3313 | 4.8 |
| Watonwan | 6420 | 468 | 7.3 |
| Wilkin | 4026 | 306 | 7.6 |
| Winona | 21978 | 1919 | 8.7 |
| Wright | 36423 | 3042 | 8.4 |
| Yellow Medicine | 7101 | 634 | 8.9 |

Technical Notes:

1/ Labor force data is computed according to BLS methodology. The method includes an adjustment to assure that the sum of the substate areas equals the separately estimated State total. This adjustment is Applied to all county and SMSA areas. County and area unemployment was multiplied by an adjustment factor of 1.34; employment was multiplied by 1.01. For a more detailed explanation see the Review of Labor and Economic Conditions, Vol. 4, No. 4, (February 1978 issue), p. 29.

2/ Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Washington, and Wright Counties.

3/ Benton, Sherburne, and Stearns Counties.

# Selected Minnesota Program Statistics

## Characteristics of the Insured Unemployed

Tables 1 and 2 provide data on persons who filed a claim for unemployment compensation in Minnesota during the month. Only those claiming benefits from the regular State program are represented since data on the characteristics of Federal employees and veterans are not available.

Claimants for unemployment benefits fell by 789 or 1.2 percent in February as all of the industry sectors except construction and trade showed over-the-month declines. The February percent decline in total claimants was only slightly more than the normal decrease between January and February. However, the February gain in construction claimants was quite steep compared to the February increases of past years. Over-the-year, the number of claimants rose by 8,007 or 14.2 percent. The gain from a year ago was the third in a row and came after 21 consecutive months of declines. The largest over-the-year increases were in manufacturing (2,866), construction (2,493) and mining (2,074). Claimants in mining were more than double their number of a year earlier.

**Table 1. Distribution of Insured Unemployed, By Age and Sex,** February, 1985

| Age Groups | Number | Percent Distributions | | |
|---|---|---|---|---|
| | | Men of Totals | Men of Men | Women of Women |
| TOTALS | 64433 | 79.7 | 100.0 | 100.0 |
| Under 45 | 49323 | 80.4 | 77.2 | 74.1 |
| Under 25 | 11804 | 80.0 | 18.4 | 18.1 |
| 25-34 | 24261 | 81.5 | 38.5 | 34.4 |
| 35-44 | 13258 | 78.7 | 20.3 | 21.6 |
| 45 and Over | 15110 | 77.6 | 22.8 | 25.9 |
| 45-54 | 8668 | 78.1 | 13.2 | 14.5 |
| 55 and Over | 6442 | 76.9 | 9.6 | 11.4 |

**Table 2. Distribution of Insured Unemployed By Industry and Occupation,** February 1985

| Industry and Occupational Attachment | Number | Percent of Total | Percent Long-Term 1/ Unemployed | Women as Percent of Total |
|---|---|---|---|---|
| Total, All Industries | 64433 | 100.0 | 11.5 | 20.3 |
| Ag., For., Fish. | 1910 | 3.0 | 9.6 | 9.5 |
| Mining | 3766 | 5.8 | 4.1 | 4.5 |
| Construction | 22020 | 34.2 | 4.9 | 2.6 |
| Manufacturing | 15566 | 24.1 | 12.8 | 32.8 |
| Pub. Utilities | 2946 | 4.6 | 10.0 | 12.0 |
| Wholesale Trade | 3691 | 5.7 | 17.1 | 19.7 |
| Retail Trade | 5386 | 8.4 | 18.7 | 36.9 |
| Fin., Ins., Real Est. | 1116 | 1.7 | 30.8 | 53.1 |
| Services | 6050 | 9.4 | 23.5 | 48.0 |
| Public Admin. | 1139 | 1.8 | 21.8 | 29.5 |
| Inf. Not Available | 843 | 1.3 | 2.2 | 22.3 |
| Total, All Occupations | 64433 | 100.0 | 11.5 | 20.3 |
| Prof., Tech., Mgr. | 4866 | 7.6 | 25.3 | 36.3 |
| Clerical | 3944 | 6.1 | 22.9 | 79.1 |
| Sales | 1673 | 2.6 | 22.1 | 30.8 |
| Services | 2982 | 4.6 | 26.9 | 56.5 |
| Farm., For., Fish. | 1608 | 2.5 | 12.6 | 11.7 |
| Processing | 2640 | 4.1 | 6.8 | 40.0 |
| Machine Trades | 3537 | 5.5 | 16.2 | 12.7 |
| Benchwork | 5384 | 8.4 | 12.9 | 50.6 |
| Structural Work | 23680 | 36.7 | 6.0 | 1.9 |
| Misc. | 13739 | 21.3 | 7.2 | 8.2 |
| Inf. Not Available | 380 | 0.6 | 9.8 | 29.3 |

1/ Long-Term unemployed refers to unemployment insurance claimants whose current spell of unemployment has lasted 15 weeks or longer.

## Job Service Applicant Supply and Demand

Table 3 compares Job Service (J.S.) job applicants with the J.S. job openings that existed at the end of the month. These comparisons are expressed as supply/demand ratios. Other things being equal, the greater the ratio of applicants to openings, the greater the competition has been for work within that occupational category. To put these ratios into context, the reader must remember that not only do job seekers and employers in general find jobs or recruit workers through other means, but those interested in certain kinds of jobs are particularly unlikely to use the J.S. For example, workers seeking professional and Managerial jobs are least likely to use the J.S., whereas employers usually recruit construction workers through union halls and hire teachers directly. Thus, the main value of Table 3 is that it reflects, for broad occupational groups, the relative labor market conditions that those using the J.S. encountered when seeking work.

Table 3. Experienced Supply/Job Openings Demand 1/

| Occupation | Applicants (Supply) Feb., 1985 | Job Openings (Demand) Feb., 1985 | Supply/Demand Ratio Feb., 1985 | Feb., 1984 |
|---|---|---|---|---|
| Total | 124870 | 12319 | 10.1 | 9.5 |
| Prof., Tech., Mgr. | 13950 | 1502 | 9.3 | 9.3 |
| Clerical | 20991 | 2980 | 7.0 | 7.7 |
| Sales | 5831 | 1423 | 4.1 | 3.7 |
| Dom. Services | 1861 | 131 | 14.2 | 10.6 |
| Other Services | 20796 | 3452 | 6.0 | 7.9 |
| Farm., Fish., For. | 2906 | 83 | 35.0 | 14.4 |
| Processing | 2433 | 250 | 9.7 | 11.3 |
| Machine Trades | 8380 | 439 | 19.1 | 10.7 |
| Benchwork | 8878 | 755 | 11.8 | 10.2 |
| Structural Work | 17624 | 367 | 48.0 | 26.3 |
| Mtr. Frght., Trans. | 5602 | 351 | 16.0 | 16.9 |
| Pkg. & Mat. Hndlg. | 14306 | 540 | 26.5 | 9.5 |
| Other | 1312 | 46 | 28.5 | 17.4 |

1/ Inexperienced and improperly coded job applicants are not included in this table.